



## 1.0 WELCOME AND OPENING

## 1.1 Attendance

Aishya Abdul Raman (AAR) Alejandro Villa Gomez (AVG) Alex Knowles (AK) Ashley Lui (AL) Bradley Carter (BC) Charlotte Kennedy (CK) Claudia Bruce (CB) Cooper Mason (CM) Drishti Kripalani (DK) Geemal Jayawickrama (GJ) Holly Mellor (HM) Indi Creed (IC) Joseph Pietrzak (JP) Kaelin Abrahams (KA) Kajol Sharma (KS) Khoa Mai (KM) Lara Dale (LD) Luke Alderslade (LA) Melani De Alwis (MDA)

Robert Whitehurst (RW) Rutvi Timbadia (RT) Taniya Shrimali (TS) Tony Goodman (TG) Viknash VM (VV) Will Partridge (WP)

**Apologies** 

1.2

Anushka Mukherjee John Nguyen Liam Tubby Meghana Maganti Sean Cheung Shiori Tan Taleah Ugle

#### 1.3 Proxies

Shantelle Jeyakumer (for Taleah Ugle) (SJ)

# 1.4 Observers

Holly Carter-Turner

## 1.5 Absent

Sofie Gilmartin

RW moved a procedural motion to accept the apologies and the proxies. This motion passed unanimously.

# 2.0 DECLARATION OF POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

None

#### 3.0 CONFIRMATION OF PREVIOUS MINUTES

- 3.1 December Council Minutes
- 3.2 Approval of Committee Minutes
  - Alumni Engagement
  - Catering and Tavern
  - Corporate Services
  - Election Culture
  - Equity & Diversity
  - Governance
  - Publications
  - Student Services
  - Volunteering
  - Welfare and Advocacy
  - Workplace Health & Safety

RW moved a motion to accept the previous minutes. This motion passed unanimously.

## 4.0 BUSINESS ARISING FROM PREVIOUS MINUTES

None

## 5.0 BUSINESS COMPLETED VIA CIRCULAR

5.1 The 110<sup>th</sup> Guild Council approves the updates and changes to the Storage Tenancy Agreement which have been applied to improve the functionality and efficiency of the agreement, as recommended by Governance Committee.

# 6.0 DIRECTORS REPORTS

- 6.1 Managing Director
- 6.2 Finance Director
- 6.3 Commercial
- 6.4 Student Services

TG speaks on all Director Reports.

TG mentions they have launched a key policy project involving updating key policies.

TG mentions that Kelvin has been working on updating some internal processes. TG notes this include cleaning up the hospitality process in response to the large quantity of hospitality applications that have been received this year.



TG mentions that they are currently going through their financial audit. TG mentions that the Exec may send Council some information that is required by the auditors.

TG reminds Council that Caitlin will be leaving and moving over east in a few weeks time. TG thanks her for her work and wishes her the best.

TG mentions that the UWA Guild Instagram reached 10k followers today.

TG sums up that they have had some very big achievements and thanks the staff team and Council for this.

TG mentions that there is a lot going on for O-Day. TG notes there are over 250 stalls this year. TG notes that this is a good rebound from earlier years.

TG reminds Council that we are in election black-out at the moment.

TG mentions that we were going to be having a discussion about the Master Plan today but that has been pushed back a month. TG notes that they are receiving information from the University so they will need to wait to confirm some areas.

TG mentions that the BPOS system is 99% implemented throughout the outlets. TG explains that now we can start thinking about what promotions and loyalty schemes for students and Guild staff we should have.

TG mentions that the feedback he has received for the 110<sup>th</sup> Council is very impressive, particularly from the University. TG is hoping for a good year. TG congratulates the 110<sup>th</sup> Council and everyone who has been working on making sure there is a big start to the year.

TG mentions that the Barber is now open and the Pizza place will be open from tomorrow. TG notes he is hoping to see a bit of traction on O-Day.

TG mentions that financial figures so far are typical for January. TG notes that there will be an adjustment once the audit is complete. TG notes that there is nothing unusual at this point in time. TG believes that the February and March numbers will be more indicative of how much activity there is on campus and how we're tracking in terms of the budget.

# 7.0 QUESTIONS TIME – Directors Reports

WP asked TG if the Audit Report will be done by the March Council Meeting. TG replies yes, he thinks so.

## 8.0 STUDENT REPORTS

- 8.1 President (As Tabled = AT)
- 8.2 Vice President (AT)
- 8.3 General Secretary (AT)
- 8.4 Guild Chair (AT)
- 8.5 Education Council President (AT)

- 8.6 Societies Council President (AT)
- 8.7 Public Affairs Council President (AT)
- 8.8 Women's Officer (AT)
- 8.9 Wellbeing Officer (AT)
- 8.10 Postgraduates Students' Association President (AT)
- 8.11 International Students' Department President (AT)
- 8.12 Residential Students' Department President (AT)
- 8.13 Environment Officer (Not Submitted = NS)
- 8.14 Sports Officer (NS)
- 8.15 Access Department (As Read = AR)
- 8.16 Pride Officers (AT)
- 8.17 Ethnocultural Department Officers (AT)
- 8.18 Volunteering Chair (NS)
- 8.19 OGC (9/11)

# 9.0 QUESTIONS TIME - Student Reports

MDA asks GJ if there are any education policies that he thinks would be best to apply at UWA from the President Summit. GJ replies that nothing specific was discussed about education. GJ mentions that there were representatives from TechStart describing how standards should be set up in the University. GJ adds that they mostly covered change the age, sexual assault & sexual harm reforms, and voice to parliament. GJ clarifies that mostly education activism was discussed, not education policies in particular.

LA asks RT what ISD has done to adapt to the significant rise in numbers of international students and residential students this year and facing the housing crisis, and what measures have been taken to make no one is falling through the gaps. RT replies that they get emails every day from International Students who are struggling to find places to stay. RT mentions that they are working with ISS and are helping out students through the service. RT adds that they will be giving out welfare packs on O-Day. RT notes that every students problem that they are facing is different and very private so there are different things they need to work through with each of them. GJ adds that a lot of students are being referred to Student Assist and are being supported in different capacities.

CM asks GJ if anything related to NUS was raised at the President's Summit. GJ replies not really, they cover their own issues.

MDA asks GJ what his stance on universities disaffiliating from NUS is after attending the President's Summit. GJ replies that he has not had enough time to think about that yet as his priority right now is O-Week. GJ mentions that he has written his report and spoken to the relevant people in terms of the topics that were discussed but nothing major concerning the future of NUS and UWA.

LA asks LD to clarify the types of commercial tenant applications they have received.

GJ moves a procedural motion to move into camera. This motion passed unanimously.

GJ moves a procedural motion to move out of camera. This motion passed unanimously.

CM asks HM, concerning her meeting about ChatGPT, what the University's vibe is about how they see this. HM replies that there is no final stance yet. HM mentions that she met with David Sadler, who also sits on a nation-wide group of universities who have discussed ChatGPT. HM mentions that the main points are there is not going to be an outright ban at this point as there are a lot of benefits that can come out of ChatGPT. HM notes there will be a policy implemented but it will be quite broad. HM adds that if you use ChatGPT in an active and critical manner, e.g. critiquing the outputs of AI, rather than a passive manner, this will be allowed. HM mentions that each school will be allowed to make their own decisions regarding AI use.

## 10.0 BUSINESS FROM THE EXECUTIVE

**10.1** The 110<sup>th</sup> Guild Council accepts the resignation of Ananya Rao from the position of National Union of Students Delegate.

Moved: Geemal Jayawickrama

Seconded: Lara Dale

GJ notes that this delegate did resign and mentions that according to the regulations, we do not need to replace them.

No questions for the motion. No debate of the motion.

This motion passed.

**10.2** The 110<sup>th</sup> Guild Council accepts the resignation of Sofie Gilmartin from the position of Environmental Officer.

Moved: Geemal Jayawickrama

Seconded: Lara Dale

GJ mentions Sofie has had personal matters going on and has been in Albany. GJ notes that she came up to him and mentioned that she believes that she cannot commit enough time to Council. GJ mentions that she has been working with BC over the last few weeks on a sustainability week and a few other initiatives for the Environmental Department.

#### Questions for motion 10.2:

- MDA asks how the acting Environmental Officer will be held accountable, regarding the inactivity of the acting Women's Officer and acting Education President last year.
  - GJ replies that the same accountability measures that apply to everyone on Council will be applied to the acting Officer.
- CM asks how they will find a new Environmental Officer.
  - GJ replies that, for the first time last year, a new application and interview process was run. GJ notes that the interview panel consisted of the exec and one individual from each political party. GJ mentions that we will be following the same process this year.

No debate of the motion.

This motion passed.

**10.3** The 110<sup>th</sup> Guild Council approves the appointment of Bradley Carter to the position of acting Environmental Officer while recruitment takes place.

Moved: Geemal Jayawickrama

Seconded: Lara Dale

GJ reiterates that BC has been working closely with Sofie and the University Sustainability Department on sustainability week and other initiatives, including a collaboration project with the Business School. GJ believes BC can handle the responsibilities of the position.

LD agrees with GJ and highlights that BC already knows everything about the Environmental Department and has done so much work for it already. LD believes he is perfect for the role.

No questions for the motion. No debate of the motion.

This motion passed.

**10.4** The 110<sup>th</sup> Guild Council approves the appointment of Christopher-John Daudu and Shaun Doss to the position of UDUB Radio Co-Directors.

Moved: Geemal Jayawickrama Seconded: Charlotte Kennedy

GJ explains that there was an application process and interview panel for this position. GJ notes that the interview panel consisted of himself, Jenny and TG. GJ believes these two candidates showed real interest and capability to do the role. GJ mentions that they are developing processes and systems regarding how to rent out the UDUB Radio room.

CK mentions that she has full trust in these two candidates and mentions she is happy to be endorsing them.

No questions for the motion.

## Debate of motion 10.4:

 FOR: HM mentions that she did an interview yesterday with Kate Chaney, Shaun and CJ. HM believes this was a really well run interview and mentions that Kate was very impressed. HM believes that UDUB Radio is going in a very strong direction and is impressed that they were able to get an interview like this so early on.

This motion passed.

10.5 The 110<sup>th</sup> Guild Council approves the business case for \$19,796.35 (+ an additional \$935 for electrical works) to complete the conversion of the proposed Guild bookshop space on the ground floor of the Guild precinct, as recommended and approved by the Strategic Resource Committee.

Moved: Geemal Jayawickrama

Seconded: Lara Dale

GJ mentions that the initial estimate was about \$19,000. GJ notes that this was originally approved by the Strategic Resources Committee. GJ mentions that due to some electrical works in the later stages, this cost went up. GJ explains that due to the final amount being above \$20,000 it now needs to be passed through Guild Council.

No questions for the motion. No debate of the motion.

This motion passed unanimously.

10.6 The 110<sup>th</sup> Guild Council approves the updates to the Terms of Reference for the Guild Strategy working group consisting of slight changes to improve the functionality and efficiency of the working group.

Moved: Viknash VM

Seconded: Geemal Jayawickrama

VV explains that we have had the strategic plan from 2018 to 2021. VV mentions that we were supposed to re-do this in 2021, but nothing happened in 2021 concerning the strategic plan. VV is hoping to get this done this year by May at the latest.

VV explains that there will be a working group consisting of Office Bearers and non-Council students. VV mentions they will also consult everyone on Council as well as do a final townhall session. VV explains that everything the working group decides on will have to be passed through Council at the end.

GJ believes it is important, as a Guild, that we have a strategic vision, especially in terms of the commercial and financial side. GJ mentions, with the Master Plan, we will need to engage students and the commercial side, so GJ believes it is important to have a strategic plan.

# **Questions for motion 10.6:**

- MDA asks if she can get a summary of the changes to the Terms of Reference of the working group.
  - VV mentions there was one previously that was very outdated. VV explains that the main changes are changing the dates, including COVID protocols, increasing the number of councillors to 5, increasing the number of general students to 5 and adding specifications for female or non-binary.

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This motion passes unanimously.

**10.7** The 110<sup>th</sup> Guild Council approves the updates to the Club Grants Policy consisting of slight changes to improve the functionality and efficiency of the grants.

Moved: Will Partridge

Seconded: Geemal Jayawickrama

WP mentions this has been a collaborative review and update undertaken by TS, HM, himself and their committees. WP explains that there haven't been many changes to the regulations it terms of what they mean. WP mentions that there have been some changes to the grant process for the Societies Council and changes to make sure the different grants work well together.

No questions for the motion. No debate of the motion.

This motion passed unanimously.

## 11.0 ELECTIONS

## 12.0 MOTIONS ON NOTICE (OPERATIONS)

# 13.0 MOTIONS WITHOUT NOTICE (OPERATIONS)

**13.1** The 110<sup>th</sup> Guild Council appoints Viknash VM as the Chair of the Guild Strategy working group.

Moved: Geemal Jayawickrama Seconded: Bradley Carter

#### Questions for motion 13.1:

- MDA asks if this was discussed with Guild Council before or if it was an option for anyone else to put their hand up.
  - VV replies that according to the Terms of Reference, the Guild President is de-facto Chair of the working group. VV explains that the Guild President and PSA President are the only default members of the group and that others get appointed after the appointment of the Chair.
- MDA asks if GJ has the opportunity to extend this position to anyone as he is nominating someone to take his place.
  - VV replies not really. VV explains that the Terms of Reference state that the only other person who is a de-facto member is the PSA President, so they are the only other person who can be Chair.

#### Debate of motion 13.1:

 FOR: GJ mentions that all Senate members get accredited by the Australian Board of Directors at a training workshop. GJ mentions he was not able to attend due to other commitments at the Guild. GJ mentions that VV did

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- attend this workshop and brought back a lot of knowledge about how we can scale an organisation. GJ mentions that VV has clear ideas as to what the strategic plan should look like and how the organisation should run. GJ notes he is confident to give that position to VV.
- FOR: HM believes it is good that VV is Chair. HM mentions VV has a strong knowledge of the Terms of Reference and has been the one to update and work through them.

This motion passed.

# 14.0 MOTIONS ON NOTICE (REPRESENTATION)

# **14.1** The 110<sup>th</sup> Guild Council:

- 14.1.1 Recognises the tragedy of the February 6 earthquakes in Syria and the Republic of Türkiye, with ongoing effects estimated to impact over 23 million people and over 47,000 deaths recorded thus far,
- 14.1.2 Acknowledges the amplified effect of these earthquakes due to the nearly 12year conflict in Syria and the ongoing refugee crisis,
- 14.1.3 Reinvites UWA students and community members to utilise resources such as Student Assist and The Living Room for support,
- 14.1.4 Pledges to host a relief and cultural awareness event, with a tentative date and time of Wednesday 8<sup>st</sup> March from 12pm at Oak Lawn, and
- 14.1.5 Commits to promoting this event and support resources via any relevant channels such as social media, all-student emails, printing and putting up posters/leaflets and announcements or agenda points in lectures and meetings.

Moved: Holly Mellor

Seconded: Taniya Shrimali

HM explains that this motion is about the earthquakes that happened on February 6 and the subsequent earthquakes in Syria and the Republic of Türkiye. HM adds the motion mentions the effects are estimated to impact over 23 million people across that region and there are over 47,000 deaths thus far. HM mentions this number is rapidly increasing as only a week ago this was around 35,000. HM believes this is a devastating and horrible thing to happen.

HM mentions this motion discusses a cultural relief and awareness event. HM mentions they wanted to bring this up at Council to engage everyone's interest in collaborating on that event. HM mentions she spoke to TS as public affairs and she speaks on behalf of the education action network. HM mentions that KA is interested in collaborating as well. HM extends an invite to everyone, especially to the Ethnocultural Department, to join the event. HM mentions TS and herself will be extending this invitation to social impact clubs as well.



HM acknowledges the 12-year conflict in Syria and ongoing refugee crisis. HM explains that the main focus of this motion is the current situation which is why this conflict and crisis is only mentioned briefly in the motion.

HM mentions that the tentative date for the event is March 8<sup>th</sup>, which is in two weeks. HM notes they welcome any help for organising and on the day.

TS adds that they will be inviting social impact, cultural and faith clubs, such as Amnesty, Save the Children, Students for Refugees, UWA Muslim Students Association.

# **Questions for motion 14.1:**

- SJ asks if they plan to keep the March 8<sup>th</sup> date as this clashes with International Women's Day
  - HM replies that they discussed March 1<sup>st</sup> which is too soon, so they will look at March 15<sup>th</sup> instead. HM notes that it is an ongoing crisis so will still be relevant then. HM replies that is a great point and she is happy to discuss changing the date.

#### Debate of motion 14.1:

- FOR: AVG mentions that the Ethnocultural Department stands in solidarity.
   AVG mentions that department will make the commitment to show support.
   AVG mentions that his department are planning on running a fundraiser. AVG notes that since they have already started workshopping, he would like to keep it separate.
- FOR: GJ believes it is good that everyone has ideas for how to support this issue. GJ believes it is important not to duplicate resources and work together to have a common goal.
- FOR: KA agrees with GJ. KA believes that, in regards to addressing the dilemma, engaging with the students and clubs is going to be a fantastic way to raise donations through the event. KA mentions that even though the event is a once-off, the donations will be open through the week. KA mentions that, with Syria in particular, they are looking to donate through UNISEF as they cater specifically to humanitarian crises.

This motion passed unanimously.

# **14.2** The 110<sup>th</sup> Guild Council:

- 14.2.1 Acknowledges that the cost of living has increased in Australia for everyone including International Students who are engaged in part-time and casual jobs,
- 14.2.2 Notes that International Student Visa holders are not eligible for Centrelink, Medicare, and other subsidies,



- 14.2.3 Notes that a reinstatement of the limit on working hours that International Students visa holders can engage in is to occur from the 30<sup>th</sup> of June 2023 but appreciate the increase of the previous limit from 40 to 48 hours,
- 14.2.4 Directs the International Students' Department President and Guild President to write to the Ministry of Home Affairs to state the views of the International Student visa holder and the UWA Student Guild, consisting of:
  - 14.2.4.1 Being against the reinstatement of a limit of working hours of 48 hours a fortnight.
  - 14.2.4.2 Demanding that no limit is reimposed and that students get to be independent in their choice of hours, and
  - 14.2.4.3 That we are ready to engage with stakeholders to ensure International Students are able to support themselves and their families while here in Australia.
- 14.2.5 Recognises that the International Student Department has and is continuing to run employability workshops that cover working rights in Australia and encourages students to attend sessions run this year to ensure they are well-versed in their rights.

Moved: Rutvi Timbadia Seconded: Drishti Kripalani

RT mentions that the working limit for International Students in coming back. RT notes that, as of yesterday, the working hours in this limit have increased from 40 to 48 hours and appreciates this. RT believes in this current situation with the current cost of living, this is still not a sustainable amount of hours. RT believes International Students should have the right to work as many hours as they want as long as it is not affecting their studies.

DK adds that as an International Student and having engaged with other International Students, in terms of the hours, this is not enough to cover living expenses and personal costs. DK believes that every individual should be able to decide how much they work and who they are providing for whether it is just for themselves or their families as well.

#### **Questions for motion 16.2:**

- AK asks if they have consulted the NUS International Students Officer as this
  was a large priority of his.
  - RT replies that they are having a meeting in April with other University Guilds. RT mentions that following that, this is something they would like to do.

## Debate of motion 16.2:

FOR: MDA mentions that, given the discussion before about us paying a lot of money for affiliation with the NUS, it is important that we engage with them. MDA acknowledges that they are responsible for this too. MDA mentions she wanted to add this as everyone has concerns about how much money we invest in the NUS. MDA adds that she is for this motion.

- FOR: VV believes that International Students should have the right to work as many hours as they want. VV acknowledges that there was a lot of work put into arriving at 48 hours to balance out how students can balance their academics as well as knowing that all International Students have to do 4 units, or 3 units with certain exceptions. VV believes it is important that everyone gets their own decision. VV believes it is important that International Students to keep working and giving back to the economy, especially as there is a worker shortage at the moment. VV notes, on the point of working with the NUS, there was a lack of effort from the NUS when he has previously tried to work with them. VV mentions that the International Students' Department is affiliated with CISA, which is the national body for International Students. VV believes it is important to recognise CISA, but this was not recognised by the NUS last year.
- FOR: MDA mentions that there are a lot of International Students over east as well. MDA believes that getting together helps to get together.

This motion passed.

## **14.3** The 110<sup>th</sup> Guild Council:

- 14.3.1 Acknowledges the recent announcement from the Chinese Service Centre for Scholarly Exchange (CSCSE) under China's Ministry of Education (MOE) that requires solely in-person studies to occur in Semester 1, 2023 for a student's degrees to be recognised in China,
- 14.3.2 Recognises that the announcement was made in the last week of January which has left many students from China struggling to get a visa, accommodation, and flights to reach Australia by the Census date in order to get their degrees recognised, and
- 14.3.3 Directs students to the relevant International Student Service and Faculty Offices at UWA to ensure that their academic plans can be altered accordingly to meet the China Government's requirements and the International Students' Department to ensure they are aware of the social and welfare services offered to them by the Guild.

Moved: Rutvi Timbadia Seconded: Ashley Lui

#### **Questions for motion 14.3:**

- GJ asks have you contacted the CSSA
  - TU replies that they have already made a post and have it ready for if the motion passes.
- GJ asks have you been in touch with International Student Support
  - RT replies that they have had a meeting and spoken about this. RT adds they are already helping students with Visa and other issues but they are still waiting on students receiving their Visa.

KA suggests an amendment for the motion:



KA suggests adding 14.3.4 which says "Directs the International Students'
Department President and Guild President to write to the Ministries of Home
Affairs, Employment & Workplace Relations to state the views of the
International Student visa holder and the UWA Student Guild"

This amendment is friendly.

This motion passed.

## **14.4** The 110<sup>th</sup> Guild Council:

- 14.4.1 Recognises the approaching one year anniversary of Russia's unprovoked invasion of Ukraine,
- 14.4.2 Acknowledges the deep suffering of Ukraine refugees and those reminaing in Ukraine induced by the invasion,
- 14.4.3 Condemns the flagrant war crimes committed by the Russian army against the civilian population of Ukraine,
- 14.4.4 Stand in solidarity with the people of Ukraine and particularly Ukrainian students studying at UWA, and
- 14.4.5 The Ethnocultural Department pledges to host a fundraiser for aid efforts in Ukraine.

Moved: Alex Knowles

Seconded: Luke Alderslade

## **Questions for motion 14.3:**

- GJ asks if they are concerned about hosting multiple fundraisers which may compete with each other.
  - AK replies that there isn't a concern with conflicting with the Syria fundraiser. AK mentions that it is something in their plan but given other events that have happened recently they have decided to push this back a bit.
- CK asks if they have any plans to collaborate with other departments.
  - AK replies that they could reach later but the plans haven't been set yet. AK notes that once they have something in mind, they will definitely reach out.
- CM asks how they intend on promoting the fundraiser.
  - AVG replies they will be using a Mailchimp survey. AVG notes that the dates haven't been set yet so believes there should not be a concern with clashing with the Syria fundraiser.

GJ suggests an amendment for the motion:

GJ suggests removing 14.4.5

This amendment is friendly.

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## Speakers for motion 14.3:

- FOR: HM believes it is good to acknowledge what is happening. HM
  mentions she works with some children who have moved from Ukraine and
  sees the stress it causes them first-hand. HM believes it is important to keep
  this in our thoughts.
- FOR: VV believes it is good to acknowledge that UWA gives SOS grants for students and run support sessions for students. VV mentions that the grants are especially important for students who are not able to receive fund from home overseas. VV believes that, with the fundraisers, it is good to raise money for people in Ukraine as well as for students at UWA who are isolated away from their family overseas and not able to receive funding from home. VV mentions that this could be something we look at going forward.

This motion passed unanimously.

# 15.0 MOTION WITHOUT NOTICE (REPRESENTATION)

## 16.0 GENERAL BUSINESS

- **16.1** International Women's Day Rally
  - HM reminds Council that it was agreed in the last meeting that everyone who intends on attending this rally would raise their hand. HM notes that the rally is March 8<sup>th</sup> at 5:30pm in Forrest Chase.
  - Registered Attendance: GJ, RW, AL, RT, DK, TS, HM, CK, IC, CB, AK, MDA, KM and BC.
- **16.2** Caitlin's Registration Link for O-Day
  - GJ reminds Council to sign up to help on O-Day using the registration link. GJ mentions that everyone who is free and does not have their own departmental stall should be helping. GJ notes that he will send out the link again to everyone after Council.

## 17.0 CLOSE AND NEXT MEETING

Next meeting will be held Wednesday 22<sup>nd</sup> February 2023 at 6:00 PM. Please contact the Guild General Secretary (secretary@guild.uwa.edu.au) with any apologies or proxies. If unable to attend, please advise which dates you are available to reschedule if a quorum cannot be met.